

## **704 KAR 7:130. Minority teacher recruitment.**

RELATES TO: KRS 160.380(2)(d)

STATUTORY AUTHORITY: KRS 156.070(1), 160.380(2)(d)

NECESSITY, FUNCTION, AND CONFORMITY: KRS 160.380(2)(d) requires each school district superintendent to report annually the school district's recruitment process and the activities used to increase the percentage of minority teachers in the district pursuant to administrative regulations of the Kentucky Board of Education. This administrative regulation establishes the recruitment and annual reporting procedures.

Section 1. The annual report required by KRS 160.380(2)(d) shall:

(1) Be submitted by a school district superintendent to the Department of Education; and

(2) Include:

(a) An education recruitment plan that provides a description of:

1. Measures of education recruitment success used by the district;
2. Sources used for recruiting educators;
3. Strategies and incentives used to ensure productive recruitment results;
4. Strategies used to retain quality educators;
5. Process used to obtain feedback from newly hired educators; and
6. Barriers that impact district recruitment efforts;

(b) Listing of positions advertised during the current recruitment cycle;

(c) Number of applicants for the position of teacher who voluntarily revealed racial background and applied for one (1) or more positions, disaggregated by race as follows:

1. White, not Hispanic;
2. Black, not Hispanic;
3. Hispanic;
4. Asian/Pacific Islander;
5. American Indian/Native Alaskan; and
6. Other;

(d) For the applicants identified in paragraph (c)1 to 6 of this subsection, the number of applicants who received one (1) interview and:

1. Were hired;
2. Were not hired; or
3. Received but declined an offer;

(e) For the applicants identified in paragraph (c)1 to 6 of this subsection, the number of applicants who received multiple interviews and:

1. Were hired;
2. Were not hired; or
3. Received but declined an offer;

(f) Number of applicants for the position of principal disaggregated by race who voluntarily revealed racial background, disaggregated by race as follows:

1. White, not Hispanic;
2. Black, not Hispanic;
3. Hispanic;
4. Asian/Pacific Islander;
5. American Indian/Native Alaskan; and
6. Other;

(g) For the applicants identified in paragraph (f)1 to 6 of this subsection, the number of applicants who were recommended by the superintendent to the school council and:

1. Were hired;
2. Were not hired; or
3. Received but declined an offer;

(h) For the applicants identified in paragraph (f)1 to 6 of this subsection, the number of applicants who received one (1) interview and:

1. Were hired;
2. Were not hired; or
3. Received but declined an offer;

(i) For the applicants identified in paragraph (f)1 to 6 of this subsection, the number of applicants who received multiple interviews and:

1. Were hired;
2. Were not hired; or
3. Received but declined an offer;

(j) Number of applicants for administrative positions other than principal who voluntarily revealed racial background, disaggregated by race as follows:

1. White, not Hispanic;
2. Black, not Hispanic;
3. Hispanic;
4. Asian/Pacific Islander;
5. American Indian/Native Alaskan; and
6. Other;

(k) For the applicants identified in paragraph (j)1 to 6 of this subsection, the number of applicants who received one (1) interview and:

1. Were hired;
2. Were not hired; or
3. Received but declined an offer;

(l) For the applicants identified in paragraph (j)1 to 6 of this subsection, the number of applicants who received multiple interviews and:

1. Were hired;
2. Were not hired; or
3. Received but declined an offer;

(m) The number of minorities who applied from other states;

(n) A description of the changes that will be made in the recruitment plan if the district did not obtain its measures of success with minority employment; and

(o) The signature of the district superintendent certifying that the information is correct and in compliance with KRS 160.380(2)(d).

Section 2. In collecting data to complete the annual report, each school district shall have on its application for employment a section for voluntary ethnic identification.

Section 3. For a nonprincipal certified vacancy at a school-based decision making school, the principal shall comply with the local school district's affirmative action policy or plan in making the hiring decision. For a principal vacancy for which a school council has hiring authority, the school council shall comply with the local school district's affirmative action policy or plan in making the hiring decision. (24 Ky.R. 238; eff. 9-4-97; Am. 27 Ky.R. 2578; 3249; eff. 6-8-2001.)